Assessment of Technical Personnel

1605. SHRI SIKANDER BAKHT: Will the PRIME MINISTER be pleased to state:

(a) whether it is a fact that confidential Reports of S and T Officers are subjective in most of the technical departments and there is no clear methodology for their normalization in some quantitative manner;

(b) whether the mechanisms of normalization of assessment reports on different or identical in different technical departments; and

(c) what efforts would be made to ensure identical mechanism of assessment of technical personnel in all technical departments?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SMT. MARGARET ALVA): (a) to (c) The Government has laid down procedures for assessment of scientists in S&T Departments under the Flexible Complementing Scheme (FCS). The procedure comprises three components of which evaluation of the Confidential Reports is only one. The other two components are:

— assessment of the scientific contributions through Peer-Review;

— personal discussion by the Assessment Board.

Thus the system is designed to ensure adequate objectivity of the assessment process.

Mobility of Science and Technology Personnel

1606. SHRI SIKANDER BAKHT: Will the PRIME MINISTER be pleased to state:

(a) whether it is a fact that like organised services such as IAS, IFS etc., there is no system of transfer of responsibilities or transfer of location on every promotion of Science and Technology personnel in technical departments;

(b) if so, what steps Government propose to take in the matters; and

(c) what advantages are likely to accrue in terms of indicating objectivity, broader perspective and sense of equal importance to all the areas?

THE MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SMT. MARGARET ALVA): (a) to (c) The Scientific and Technical personnel get their promotions under the Flexible Complementing Scheme. Under this scheme, the promotions are given in situ after completion of the prescribed period of residence and fulfilment of prescribed norms. As regards transfer of scientists, it is not nomally linked to promotions. However, whenever the tasks of Government require specific skills or, background of some scientists, they are transferred accordingly. All the scientists are in principle transferable anywere in India.

Opportunities to Work in the Areas of Specialisation

1607. SHRI GOPALSINH G. SOLANKI: Will the PRIME MINISTER be pleased to state:

(a) whether Government are aware of the fact that Science and Technology Officers are not normally given opportunities to work in the areas of their specialisation in technical departments;

(b) whether there is any mechanism to find out in various technical departments the percentage of officers who got opportunities to work in the areas of specialisation during first five years, second five years, third five years of their careers;

(c) what are the specific norms in different technical departments with regard to assigning the work in the areas of specialisation; and